SYNOPSIS OF THE PH.D. THESIS

TITLE: HUMAN RESOURCE MANAGEMENT PRACTICES AT PANCHAYAT SAMITEE OFFICES, LATUR DISTRICT

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HUMAN RESOURCE MANAGEMENT PRACTICES AT PANCHAYAT SAMITEE OFFICES, LATUR DISTRICT

Introduction:

Human resource is the most important and very versatile and dynamic resource of any organization. It is an approach to the management of people, man powers, and work force at work place within the organization. Therefore, it is essential that the management succeeds indeveloping a team of efficient competent people. A good human resources can insure proper utilization of all other materials resources and thereby increasing in the development and discipline of the government panchayat samitee offices. If any organization desirous ofexpanding its operations at the national and international levels has to ensure that they selects right person for right place (job). Human resource management is the attempts to the activities undertaken by the management of an offices to attract recruit, select, to train, develop and retainthe best work force. HRM involves effort to select and to maintain an efficient work force. Human resource is the most important assets of a government offices and its effective management is the key to development of system of the offices and it is most likely to be achieved if the human resource policies, practices and procedures are close linked with it and to make a contribution to the achievement of goals and objectives. Human resource management creates and sets official culture and values and these are deeply affects on the performance of an employees and the develop of the government offices. Human resource management is approach to recruitment, to selection, to motivation, to training and development and efficient and effective management of human resource of the government panchayat samitee offices. Human resource management is a specialized field that attempts todesign, formulate and develop the policies, practices and programmes and to promote the satisfaction of an employees and the government offices. Human resource management shapesto culture

and values and these culture and values bring success in the life of employees as wellas in the government offices. The application and implementation of HRM involves the various functions of human resource manager such as recruitment, selection, training and development,motivation, management of salary or remuneration, promotion, transfer, demotion, worker welfare, performance appraisal of the human resource, social relations and various ethical issues in the human resource management. The concept of human resource management has mainly three meaning attached, first, person or individual working in the government

panchayat samite offices are considered as a very valuable resource or assets and there is needto their continuous development, second, human resource has its own special features, therefore, it cannot be treated like other material or physical resources and this approach focuses on the need to humanize organizational work life. And third, human resources do not merely focuses on the employees or individuals but also other special realities, units and processes in the government offices. Human resource management is the qualitative improvement tool in the hands of HR manager. Human being who are considered as the most valuable assets of the government offices. It is much more different from personnel management and other human behavioural sciences. HRM is more comprehensive than the personnel management because the personnel management has traditional view to its management and is not strategic and separate from the business organization and short in naturealso. It is centered limited only to lower level management of employees but human resource management emphasizes those expectations which are not being fulfilled through the traditional approached personnel management. Human resource management focuses on the various sub systems of the government panchayat samitee offices.

Human resource management is a sub-system in the whole system of the management. It gives special importance to a particular aspect that is human resource in the management process. Personnel management is a very old concept which was used alternatively as human resource management

previously. Its nature, scope and areas of activities are changed with thetime and requirement of the government offices. Different terms are used to denote human resource management they are worker relations, worker management, worker administration, employee-employer relations, social relations, personnel management, personnel administration, human capital management, human asset management and human resource management and so on. In a simple sense or word, human resource management means employing people, developing their skills and abilities, utilizing maintaining and compensating their services in accordance with their job and government panchayat samite offices requirements.

If policy is a plan and guide for system decisions and actions, principles are the fundamentaltruth established by research, scientific investigation and analysis. In designing personnel policies, the management of the government offices must balance the needs, aims, goals, objectives and values of the employers and employees. Many personnel policies have been established through practices, experiences and day to day observations. Principles are universaltruths generally applicable to all over and all the government offices that may be service

rendered. Principles give direction to managers to formulating policies, programmers,procedures and practices of the offices of panchayat smitee in Latur district.

Definition of the Problem:

Human Resource Management plays a vital role for the existence and survival of any offices.The success or the failure depends on the employee perception, attitudes and moral of the employees, which they have about their offices. Furthermore, it also depends upon the government offices objectives & planning, working conditions, motivation and social relations, Performance Management, and working condition in the office. Today government offices are existing in a stiff competition and the government offices are facing problems in the areas of new technological, shortage of man power, workforce etc. In spite of all the above things the offices has not been planning the human resources based on future expansions and requirements. Thus, they need to implement training and development programmes due to retain the employees for a longer run. Employees are the great asset of any government offices.The training and development, proper recruitment and selection, fair wage system, performance appraisal, welfare measures are the key components in the success of anygovernment offices. In order to take care of these measures Human resource management department are established. Because HRM is a proactive measure carried out in the offices it helps to achieve minimise stress of employees and level of satisfaction. But various research findings in the fields of psychology, behavioural sciences had concluded that these factors are not concentrated in many government offices.

In order to achieve the objectives of the government panchayat samite offices, the management has to motivate the employees through performance appraisal, employees' grievance handling, participative management, based on performance management to provide promotion and transfer, and working conditions. So, these activates are very essential for the smooth functioning of any government offices. The office staff welfare measures will make the employee to feel that government office is giving much importance to them and in turn loyalty and commitment also will increase. When these are developed the satisfaction towards the work will also be very high;

otherwise the government offices have to take much care in the areas of staff welfare measures, and social relations to avoid dissatisfaction of the employees. The panchayat samitee is quite unique in many aspects, so it cannot be compared with any other. Because the nature of the work, the working condition, the environment in which the employees exposed are entirely different. The employees are easily prone to stress and health hazards. So, an attempt is made in this study to what extent human resource management is contributing for the satisfaction of the employees in the panchayat samitee offices of Latur district.

Research Objectives:

Considering the due importance of HRM system in the Panchayat Samitee offices in Laturdistrict; the main objectives of the study are follows:

1. To provide a theoretical background of the concept of Human Resource Management.
2. To study the profile and system structure of Panchayat Samitee offices in Latur district.
3. To study the policy framework regarding Human Resource Management in Panchayat Samitee offices.
4. To study the Human Resource Management practices followed by Panchayat Samitee offices in Latur district
5. To examine employees" satisfaction with regard to the exiting Human Resource Management system of the Panchayat Samitee offices in Latur district
6. To identify the problems existing in Human Resource Management system of Panchayat Samitee offices in Latur district
7. To provide suitable suggestions on the basis of study.

Hypotheses:

1. Higher the cadre more appealing is the job environment.
2. Recruitment and selection of employee and officers is dependent of educational qualification and job profile.
3. Executives enjoy better health, welfare and social security measures than workmen.
4. Experienced employees are relatively happy and satisfied with the salary.
5. There is no relationship between the factors of HRM practices identified for the study.

Limitations of the Study:

This study is limited for only office employees of Panchayat Samitees in Laturdistrict, due to lack of man power, money and time consume.

1. For the purpose of this research the study only four areas of human resource management like recruitment and selection, training and development, employee welfare and compensation and employee performance appraisal have been considered.

2. For the purpose of this research study ten panchayat samitee office employees in Latur District has been taken into consideration as geographical confinement

Scope of the Study:

The scope of the present research study was confined to the geographical boundaries ofLatur District and limited to the aspects of only Human Resource Management Practices. To attain the study, detailed investigation in Human Resource Management Practices of Panchayat Samitee offices in Latur district were considered as ideal samples and example. This research study of Human Resource Management Practices covers the different means and ways of internal and external sources of staff and employees recruitment, various techniques used to train staff and employee, methods of training conducted, types of performance appraisal

methods used to evaluate the staff and employees, various aspects of human relation, participative management, and various employees and staff welfare schemes and socialsecurity schemes adopted by the panchayat samitee has been taken into consideration.

Research Questions:

- How the governmental policies influencing the performance of the office employees working in Panchayat Samitis?
- How the work place stressors influencing the performance of the office employees working in Panchayat Samitis?
- What are the HRM variables influencing the performance of the office employees working in Panchayat Samitis?
- Is there any relationship between the demographic variables and opinion about the impact of stress on the performance of the office employees working in Panchayat Samitis?

Methodology of Research:

Both descriptive and explanatory research methodologies are adopting in this study. This is because stress, which is the main concept in the research, cannot be quantified nor captured bya single research method. A study of this nature requires a wide collection of opinions on the subject matter and one of the ways of achieving this is through administration of questionnaires. As such, self-administered standardized questionnaire will use to gather all relevant information on the subject matter. The study is descriptive in nature and Normative Survey method will be choose by the researcher. The researcher will be choosing the simple random sampling method for the present study. The respondents will draw from office employees in Panchayat Samitis from working in the selected Latur district of Marathwada region in Maharashtra State of India. The size of the sample will be taking near about 50 percent of the total office employees of panchayat samitis. The main objective of the study will assess the stress levels of office employees. The open and closed ended questionnaire will be use for thestudy.

Data Sources:

Both primary and secondary data will be use.

- **Primary Data:** The primary data will collect from the respondents by administering a structured, open and closed ended questionnaire and also through observations, interviews anddiscussion with office employees.

- **Secondary Data:** Apart from primary data the secondary data will be collect through Research books, Journals, Records of Government offices, Gazetteers, websites, etc.

Sampling:

A sample design is a finite plan for obtaining a sample from a given population. Simple random sampling will use for this study. The procedure will adopt in the study is probability sampling,which is also known as chance sampling. Under this sampling design, every item of the framehas an equal chance of inclusion in the sample. The size of the sample will be taking near about 50 percent of the total office employees of Panchayat samitis.

Table No. 1.1 Sample Size:

Sr. No.	Name of Panchayat Samiti	No. of Total Office Staff in Panchayat Samitee	Selection of Sample
1	Latur	33	16
2	Ahemedpur	70	35
3	Nilanga	29	14
4	Ausa	41	20
5	Udgir	41	20
6	Deoni	26	13
7	Jalkot	32	16
8	Renapur	24	12
9	Chakur	39	19
10	Shirur Anantpal	16	08
		351	**173**

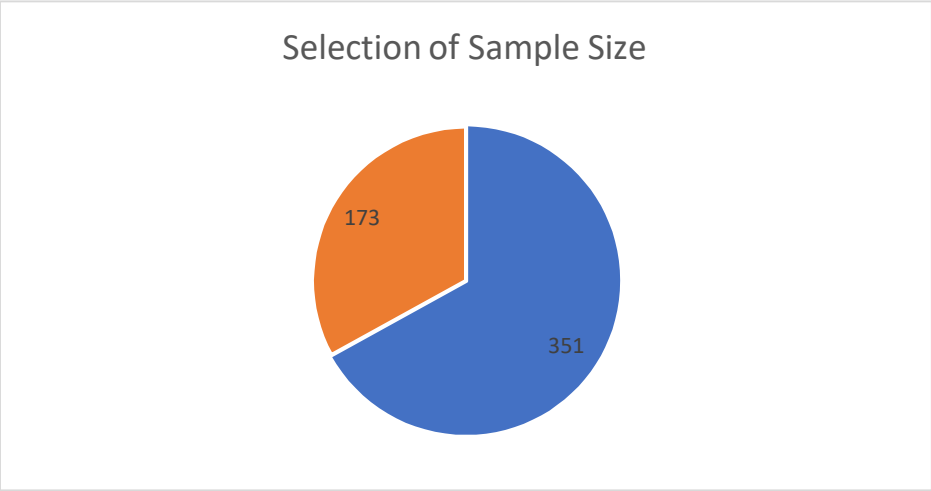

Fig. 1.1 Sample Size

Chapter scheme:

1. Introduction
2. Review of Literature.
3. Research Methodology
4. Data Analysis and Interpretation offices
5. Summary, Conclusions and Recommendations

Research Conclusion:

On which level Panchayat Samiti followed Human Resource Management practices will be find out at this stage. This stage the researcher gets the aim and objectives. The conclusion of research used for all employees who are working in Panchayat Samiti offices and also for them who became a Panchayat Samiti office in future.

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Signature of the Researcher **Signature of the Guide**

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